

SENATE BILL 2637
By Cooper

AN ACT to enact the Warren County Employees Uniform
Nepotism Policy Act of 2006.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. This act shall be known and may be cited as the "Warren County
Employees Uniform Nepotism Policy Act of 2006."

SECTION 2. As used in this act, unless the context otherwise requires:

(1) "Governmental entity" means any agency, authority, board, commission,
department, or office within the Warren County government;

(2) "Relative" means a parent, foster parent, parent-in-law, child, spouse, brother,
foster brother, sister, foster sister, grandparent, grandchild, son-in-law, brother-in-law,
daughter-in-law, sister-in-law, or other family member who resides in the same
household; and

(3) "County employee" means any person who is employed by Warren County.

SECTION 3. Within each governmental entity, no county employees who are relatives
shall be placed within the same direct line of supervision whereby one (1) relative is responsible
for supervising the job performance or work activities of another relative; provided, that to the
extent possible, the provisions of this chapter shall not be construed to prohibit two (2) or more
such relatives from working within the same county governmental entity.

SECTION 4. When as a result of a marriage, county employees are in violation of the
prohibition established by Section 3 of this act, such violation shall be resolved by means of
such transfer within the governmental entity, transfer to another governmental entity, or
resignation as may be necessary to remove such violation. The appointing authority of such
governmental entity shall advise the employees of each of the alternatives available to remove

such violation. Such employees shall be given the opportunity to select among such available alternatives. If such employees are unable to agree upon any such alternative within sixty (60) days, then the appointing authority shall take appropriate action to remove such violation.

SECTION 5. The prohibition established by Section 3 of this act shall not be applied retroactively, but shall be adhered to by each governmental entity in all hiring and employee transactions subsequent to the effective date of this act as provided in Section 8.

SECTION 6. The provisions of this chapter shall be applied uniformly and shall constitute the nepotism policy of each governmental entity. No such governmental entity shall adopt a nepotism policy which conflicts with the provisions of this act.

SECTION 7. This act shall have no effect unless it is approved by a two-thirds (2/3) vote of the legislative body of Warren County. Its approval or nonapproval shall be proclaimed by the presiding officer of the legislative body and certified to the secretary of state.

SECTION 8. For the purpose of approving or rejecting the provisions of this act, it shall be effective upon becoming a law, the public welfare requiring it. For all other purposes, it shall become effective as provided in Section 7.